

State of Louisiana SCS Annual Report on Turnover Fiscal Year 2015-2016



Byron P. Decoteau, Jr., Director
Department of State Civil Service
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Introduction

The following report has been prepared for the State Civil Service Commission. The data presented in this report is based upon an analysis of the number of classified employees serving in non-temporary positions who separated from state service during fiscal year 2015-2016, as reported by the employing agencies to the Department of State Civil Service.

The information in this report does NOT reflect the following:

- Separations of unclassified employees
- Separations of temporary classified employees
- Transfers of employees from one state agency to another

Data presented throughout this report is categorized as Total Turnover and Voluntary Turnover.

- **Voluntary Turnover:** Separations from state service due to resignation, retirement or death.
- **Involuntary Turnover:** Separations from state service through dismissal, layoff, separation during probationary period, or non-disciplinary removal.
- **Total Turnover:** Voluntary Turnover + Involuntary Turnover

Turnover rates shown are calculated by comparing the number of non-temporary classified employees in state service on June 30, 2016 to the number of non-temporary classified employees who separated from state service during the previous twelve months.

Executive Summary

The statewide turnover rate for FY 2015-2016 was 16.79%. This is a slight increase from the 16.09% reported in FY 2014-2015. The statewide voluntary turnover rate for FY 2015-2016 was 13.14%. This is a slight increase from the 12.38% reported in FY 2014-2015.



The protective services pay schedule saw the highest turnover rate with 28.76%. This is an increase from the 25.39% that was reported in FY 2014-2015.

There were 36,363 employees at the end of FY 2015-2016, down from the 36,989 at the end of FY 2014-2015. This is a decrease of 626 employees.

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1.1: Turnover by Pay Schedule

PAY SCHEDULE	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
AS – Administrative	11388	1252	10.99%	1105	9.70%
MS – Medical	2583	625	24.19%	462	17.88%
PS – Protective Services	5827	1676	28.76%	1215	20.85%
SS – Social Services	5886	1063	18.05%	837	14.22%
TS – Scientific and Technical	4628	372	8.03%	344	7.43%
WS – Technicians and Skilled Trades	6051	1077	17.79%	778	12.85%
Separations with No Incumbents ¹	-	42	-	36	-
TOTAL	36363²	6107	16.79%	4777	13.14%

1.2: Turnover by EEO Category

PAY SCHEDULE	EMPLOYEES	TOTAL TO		VOL TO	
		# SEP	TO %	# SEP	TO %
OA – Officials and Administrators	3036	259	8.53%	239	7.87%
OC – Office/Clerical	4304	532	12.36%	469	10.89%
PA – Paraprofessional	3164	838	26.48%	536	16.94%
PR – Professional	13572	1522	11.21%	1373	10.11%
PS – Protective Services	4632	1567	33.82%	1115	24.07%
SC – Skilled Crafts	3759	544	14.47%	400	10.64%
SM – Service Maintenance	1726	465	26.94%	317	18.36%
TE - Technical	2170	338	15.57%	292	13.45%
Separations with No Incumbents ¹	-	42	-	36	-
TOTAL	36363²	6107	16.79%	4777	13.14%

Both Statewide and Voluntary Turnover Rates realized increases in Fiscal Year 2015-2016. In FY 2014-2015 the Statewide Turnover Rate was 16.09% and the Voluntary Turnover Rate was 12.38%.

¹ This category includes classified separations from state service job titles that had at least one employee that left state service at some point during the fiscal year, but had no employees as of the end of the fiscal year. In most cases, this can be attributed to abolished job titles from recent job studies.

² 36,363 is the total number of classified employees as reported by state agencies.

2.1: Comparison by Pay Schedule

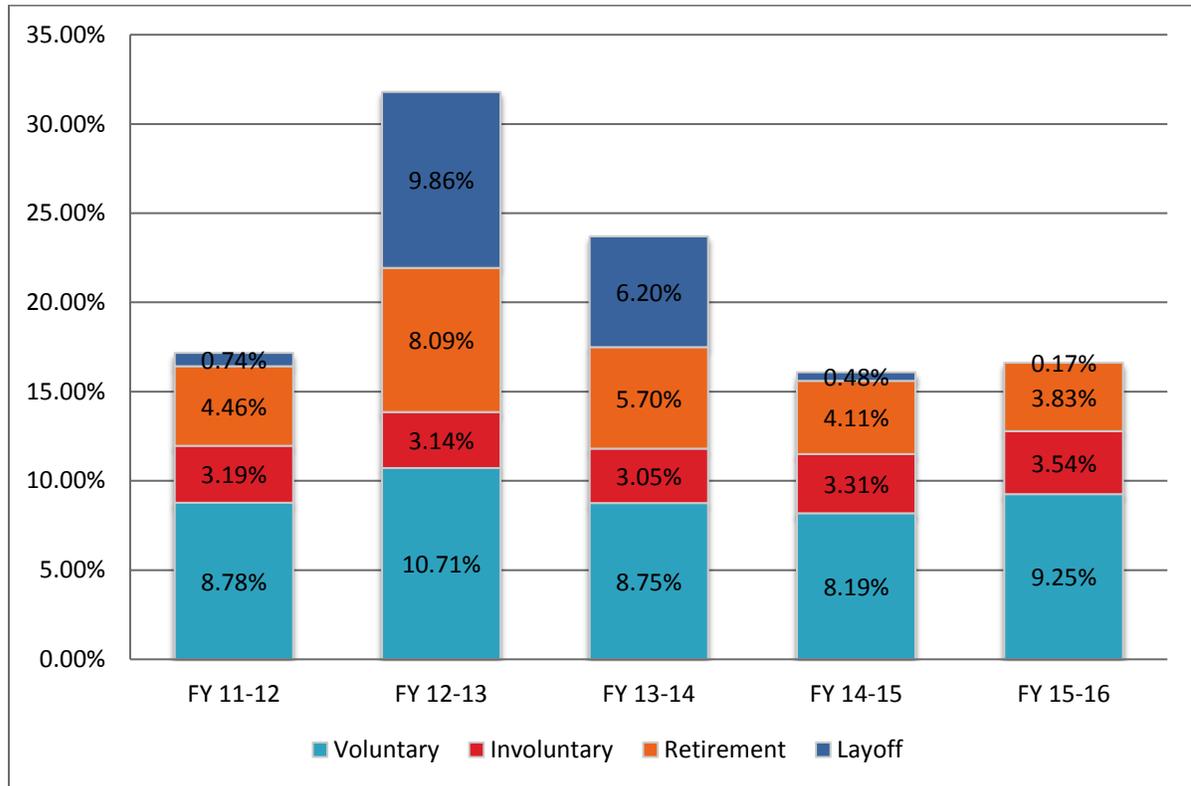
PAY SCHEDULE	FY 14-15		FY 15-16		PT Change	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
AS – Administrative	12.13%	10.14%	10.99%	9.70%	-1.14	-0.44
MS – Medical	23.97%	16.15%	24.19%	17.88%	+0.22	+1.73
PS – Protective Services	25.39%	18.06%	28.76%	20.85%	+3.37	+2.79
SS – Social Services	15.53%	12.91%	18.05%	14.22%	+2.52	+1.31
TS – Scientific and Technical	8.09%	7.35%	8.03%	7.43%	+0.06	+0.08
WS – Technicians and Skilled Trades	16.94%	12.21%	17.79%	12.85%	+0.85	+0.64
STATEWIDE TURNOVER TOTALS	16.09%	12.38%	16.79%	13.14%	+0.70	+0.76

2.2: Comparison by EEO Category

PAY SCHEDULE	FY 14-15		FY 14-15		PT Change	
	TOTAL	VOL	TOTAL	VOL	TOTAL	VOL
OA – Officials and Administrators	8.49%	7.81%	8.53%	7.87%	+0.04	+0.06
OC – Office/Clerical	14.39%	11.93%	12.36%	10.89%	-2.03	-1.04
PA – Paraprofessional	23.54%	15.38%	26.48%	16.94%	+2.94	+1.56
PR - Professional	11.40%	10.12%	11.21%	10.11%	-0.19	-0.01
PS – Protective Services	29.26%	20.12%	33.82%	24.07%	+4.56	+3.95
SC – Skilled Crafts	14.26%	10.51%	14.47%	10.64%	+0.21	+0.13
SM – Service Maintenance	24.73%	16.58%	26.94%	18.36%	+2.21	+1.78
TE - Technical	13.47%	11.08%	15.57%	13.45%	+2.10	+2.37
STATEWIDE TURNOVER TOTALS	16.09%	12.38%	16.79%	13.14%	+0.70	+0.76

All pay schedules saw an increase in statewide turnover this year except the Administrative Schedule. The Protective Schedule and Social Services Schedule realized the largest increases in turnover.

3.1: Turnover Rates by Type of Separation³ Fiscal Years 2012 – 2016





Voluntary Separations remain the leading turnover rate by type of separation in FY 15-16.



Layoffs continue to decrease as a turnover rate since their peak in FY 12-13.



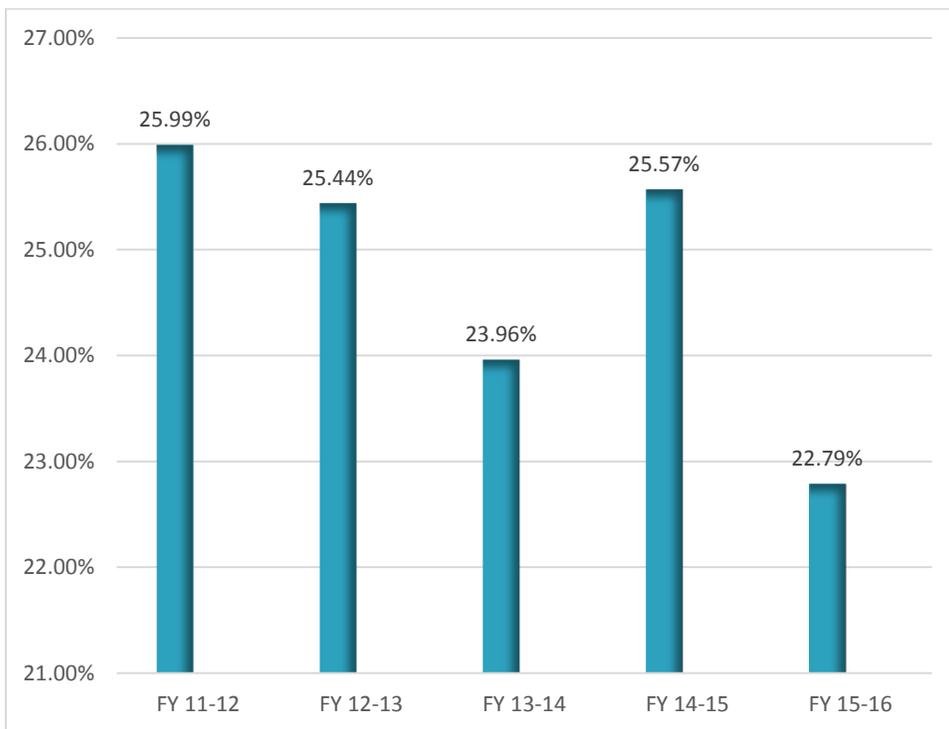
Retirements peaked in FY 12-13 but have been decreasing over the last three years.



Involuntary separations have remained consistent over the years.

³ For purposes of this chart Retirement was pulled out from the Voluntary separation reasons and Layoff was pulled out from the Involuntary separation reasons.

3.2: Percentage of Separations Due to Retirement Fiscal Years 2012 – 2016



Key Points

- Retirements as a percentage of separations decreased from last year.
- According to the Louisiana Department of State Civil Service Agency Workforce Profiles from December 2015 9.91% of state employees are currently eligible to retire.
- The same document shows that 16.66% of state employees are eligible to retire within 5 years.

4.1: Turnover Rates by Agency Fiscal Year 2015-2016

DEPARTMENT	EMPLOYEES	TOTAL TO		VOLUNTARY TO	
		# SEP	TO%	# SEP	TO %
Executive Department	2250	203	9.02%	192	8.53%
Veterans Affairs	769	340	44.21%	224	29.12%
Economic Development	57	4	7.01%	3	5.26%
CRT	539	102	18.92%	94	17.43%
DOTD	4196	485	11.55%	402	9.58%
DPSC – Corrections	4559	1307	28.66%	963	21.12%
DPSC – Public Safety	1309	112	8.55%	107	8.17%
DYS – Office of Juvenile Justice	728	238	32.69%	178	24.45%
LDH	6287	1131	17.98%	834	13.26%
DCFS	3160	455	14.39%	410	12.97%
DNR	280	29	10.35%	28	10.00%
Revenue	643	45	6.99%	37	5.75%
DEQ	641	48	7.48%	42	6.55%
LWC	824	98	11.89%	90	10.92%
Wildlife and Fisheries	702	64	9.11%	57	8.11%
Civil Service Agencies	203	33	16.25%	27	13.30%
Higher Education	5370	903	16.81%	695	12.94%
Health Care Services	275	59	21.45%	46	16.72%
Education	320	41	12.81%	37	11.56%
Education – Other	321	64	19.93%	52	16.19%
Public Service Commission	65	8	12.30%	7	10.76%
Agriculture	489	32	6.54%	28	5.72%
Insurance	192	10	5.20%	9	4.68%
Lieutenant Governor	2	0	0%	0	0%
Secretary of State	368	27	7.33%	24	6.52%
Treasury	43	2	4.65%	2	4.65%
Retirement Systems	275	18	6.54%	18	6.54%
Housing Authorities	585	94	16.06%	64	10.94%
Ports and Levee Boards	908	123	13.54%	90	9.91%
Independent	3	0	0%	0	0%
Separations with No Incumbents ⁴	-	32	-	17	-
Totals	36363⁵	6107	16.79%	4777	13.14%

⁴ This category includes classified separations from state service for personnel areas that had at least one employee that left state service at some point during the fiscal year but has no employees as of the end of the fiscal year. In most cases, this is due to personnel area mergers/employee transfers or agency closures.

⁵ 36,363 is the total number of classified employees as reported by state agencies.

5.1: Job Titles with Highest Turnover Rates

Includes only those job titles with 50 or more incumbents

Fiscal Year 2015 - 2016

Job Title	Total Turnover	Voluntary Turnover
Corrections Cadet	202.96%	124.81%
Residential Services Specialist 1	107.41%	32.59%
Juvenile Justice Specialist 1	80.00%	57.39%
Nursing Assistant 2	60.73%	34.01%
Child Welfare Specialist Trainee	56.45%	48.39%
Child Welfare Specialist 1	44.72%	40.65%
Laborer	41.51%	18.87%
Social Services Analyst 1	38.71%	31.45%
Custodian 1	37.60%	23.60%
Practical Nurse/Licensed 2	35.11%	30.85%
Corrections Sergeant	34.73%	26.09%
Mobile Equipment Operator 1	32.98%	22.87%
Juvenile Justice Specialist 3	30.99%	22.54%
Corrections Guard/Therapeutic	30.66%	21.25%
Horticultural Attendant	29.23%	16.92 %
Psych Aide 2	28.66%	22.56%
Education Program Consultant 3	27.78%	25.93%
Police Officer 2-A	26.17%	20.09%
Food Service Specialist 3	25.49%	15.69%
Custodian 2	24.65%	16.48%
Practical Nurse/Licensed 3	24.59%	20.33%
Residential Services Specialist 3	23.17%	13.41%
Accountant 1	21.82%	20.00%
Social Services Counselor 3	21.15%	19.23%
Residential Services Specialist 2	20.69%	17.01%
Engineer Technician 1	20.24%	13.10%
Social Worker 4	19.57%	19.57%
HR Analyst B	19.30%	17.54%
Child Welfare Services Assistant	19.23%	13.46%
Guard	18.99%	12.66%

Key Points

- Social Service classifications have some of the highest turnover rates.
- Correctional Officers also experienced high turnover. This is consistent with years previous.